

Congress to pay for not only the balance of the annual operating costs, but to provide funds for recreation facility construction and rehabilitation as well. As visitation goes up, so will fees and ultimately overall program funding. This legislation is designed to reverse the current trend of decreasing appropriations for visitor services.

One of the key features of this legislation, and of any successful fee program, is providing program incentives. By permitting the agencies to retain all funds without further appropriation, my legislation provides substantial incentives for both the public and the agencies administering the program. Further, most of the funds would be kept right in the area they are collected, with some allowance made for areas which cannot collect adequate recreational fees.

Other important features of this bill include the following: First, developing a consistent recreation fee policy for the 5 primary Federal land management agencies; second, providing flexibility in the amount of fees charged, but ensuring that fees collected are fair; third, limiting recreational fees to developed recreation sites and other specific recreational services provided by the federal agencies; fourth, ensuring congressional oversight of rates charged; fifth, permitting the use of volunteers to collect fees; sixth, ensuring accountability of fees collected; seventh, prohibiting fees for Federal hunting and fishing licenses; and eighth, guaranteeing access to private property without requiring the payment of any fee.

Taken together, these reforms will fundamentally change the manner in which the fee programs on Federal lands currently operate. These are changes which will work to the benefit of all recreational users of Federal lands. I look forward to working with my colleagues on this legislation, I welcome their input, and that of the public who uses our Federal lands.

#### PERSONAL EXPLANATION

**HON. ANDREA H. SEASTRAND**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, July 25, 1995*

Mrs. SEASTRAND. Mr. Speaker, on rollcall Nos. 552 through 557 I was unavoidably detained due to district travel plans and therefore unable to vote.

Had I been present I would have voted "no" on rollcalls 552, 555, and 556 and "yes" on rollcalls 553, 554, and 557.

#### THE EMPLOYMENT OF U.S. CITIZENS IN THE UNITED NATIONS SYSTEM

**HON. LEE H. HAMILTON**

OF INDIANA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, July 25, 1995*

Mr. HAMILTON. Mr. Speaker, it has come to my attention that U.S. citizens are allocated approximately 15 percent of U.N. posts, despite the fact that U.S. assessed contributions amount to 25 percent of the organization's regular budget. The geographic distribution formula for U.N. employees, which includes

population and membership as well as contributions, does not appear to reflect the disproportionate responsibilities born by the United States within the U.N. system. A separate concern is that the U.N. Secretariat consistently fails to meet even this relatively low employment allocation; only 10 percent of all U.N. employees are U.S. citizens.

I believe this is a serious problem that deserves high-level consideration. My reservations about U.N. employment policies are outlined in a letter I sent recently to the Department of State. I ask that my letter, and the Department's response, be included in the CONGRESSIONAL RECORD.

COMMITTEE ON  
INTERNATIONAL RELATIONS,  
Washington, DC, June 16, 1995.

Hon. WARREN CHRISTOPHER,

Secretary of State,

Department of State,

Washington, DC.

DEAR MR. SECRETARY: I write to inquire what steps the Administration has taken to increase the employment of U.S. citizens in the United Nations system.

My inquiry is prompted by the most recent report to Congress on this subject, as required by section 181 of P.L. 102-138, which was submitted on June 2.

My reading of the report indicates the following:

(1) The United States accepts the U.N. Secretariat's ability to exclude large numbers of U.N. positions from the application of the principle of equitable geographic distribution; and

(2) The United States accepts a geographic distribution formula for U.N. employees which allocates the United States roughly 15% of U.N. posts, even though the United States contributes 25% of the U.N. regular budget and about 30% of U.N. peacekeeping costs.

I would appreciate a clarification of whether these statements reflect U.S. policy, and if so, the date these policies were adopted, and why.

I am concerned that even this relatively low allocation is barely met in the U.N. Secretariat, and is not being met in eight of the nine U.N. agencies on which the report focuses. As a whole, the report states that only 10% of all U.N. employees are U.S. citizens, a level which has not increased significantly over time.

I find it difficult to believe that there are insufficiently qualified U.S. applicants for available U.N. posts, particularly in the area of humanitarian relief and aviation expertise where large numbers of U.S. citizens have unique skills and are seeking employment.

I would therefore appreciate an answer to the following questions:

(1) What are the principal obstacles to increase hiring of U.S. citizens in the U.N. system? Do these obstacles vary by agency?

(2) Is a registry kept of U.S. citizens interested in and qualified for U.N. posts which are advertised?

(3) What office within the State Department is responsible for assisting U.S. citizens seeking employment at the United Nations, and how many personnel does that office have?

(4) What specific steps has the Department taken, both with the Secretariat and with other U.N. agencies, to address the underrepresentation of U.S. citizens?

I understand that equitable geographic distribution of U.N. posts is one among several principles guiding decisions on U.N. employment, the foremost of which I hope would be competence. I am puzzled nonetheless that U.S. representation remains so persistently low within the U.N. system.

I would appreciate any information you could supply, and stand ready to work with you to address this imbalance.

With best regards,

Sincerely,

LEE H. HAMILTON,  
Ranking Democratic Member.

U.S. DEPARTMENT OF STATE,  
Washington, DC, July 19, 1995.

DEAR MR. HAMILTON: This is in response to your letter of June 16 to Secretary of State Christopher inquiring about the steps the Administration has taken to increase the employment of U.S. citizens in the United Nations system. As you are aware, the Secretary of State is responsible for leading and coordinating the U.S. Government's efforts to ensure that the staffs of UN agencies and other international organizations include an equitable number of Americans in professional positions.

In your letter, you asked for information regarding the United Nations Secretariat's geographic distribution formula, and clarification of U.S. policy regarding the application of this formula. Prior to 1962, the UN's geographic distribution system for professional staff was based simply, and informally, on member states' contributions to the regular budget. The UN first debated the geographic distribution issue during the General Assembly's seventeenth session in 1962.

In this debate, the United States proposed a resolution calling on the secretary General to consider giving weight to the factors of population and membership, as well as the financial contributions of states, and to consider widening the categories of Secretariat staff subject to geographical distribution. The formula eventually approved called for 60% of the posts to be filled on the basis of member states' assessed contributions, and the remaining 40% to be filled based on their population and membership. The GA also recognized that not all professional posts should be included within the geographic distribution formula. These included posts with special technical and language requirements, national restrictions, and all General Service (administrative) positions.

The formula in place today maintains the same three weighted factors: contributions, population and membership. Over the years, the weight given to contributions has decreased slightly, from 60% in 1962 to the current 55%. Therefore, even though the United States may contribute 25% to most UN agencies, the desirable ranges of U.S. professional representation in these agencies average between 15% to 18%. Other major contributors to the UN have similarly proportional ranges.

Following are our responses to your other four questions.

1. What are the principal obstacles to increased hiring of U.S. citizens in the UN system? Do these obstacles vary by agency?

The historical underrepresentation of Americans in many of the UN agencies is due to a number of factors, including stiff competition from nationals of other member countries, the lack of foreign language skills by some American candidates, and our lack of participation at most UN agencies in Junior Professional Officer (JPO) programs which encourage promotion from within. In addition, some Americans are deterred from considering such positions because of the high cost of living in many UN cities, the lack of employment opportunities overseas for spouses, and other family and career considerations. It is for these reasons that Americans tend to be better represented in many of the New York offices of the UN Secretariat, and at the New York headquarters

offices of UNICEF and UNDP, and less well represented at, for example, UNHCR in Geneva, and FAO in Rome.

As a result of U.S. Government and the UN agencies' own vacancy dissemination and recruitment efforts, we know that large numbers of U.S. citizens receive timely information about UN employment opportunities and that many apply for these positions. UN agencies have confirmed that for most positions, they receive ample numbers of applications from highly qualified U.S. citizens.

2. Is a registry kept of U.S. citizens interested in and qualified for UN posts which are advertised?

Our Bureau for International Organization Affairs (IO) maintains a roster (registry) of U.S. citizens qualified for senior (D-level and above) positions in UN agencies and other international organizations. We also disseminate vacancy announcement information on all professional posts.

3. What office within the Department is responsible for assisting U.S. citizens seeking employment at the United Nations, and how many personnel does that office have?

Within IO, the UN Employment Information and Assistance Unit (IO/S/EA) is responsible for assisting U.S. citizens seeking information about international employment opportunities and for holding UN agencies accountable for hiring a fair share of Americans. This office consists of three staff members.

In addition, Ambassador Albright, the U.S. Permanent Representative to the United Nations at our Mission in New York, and our Permanent Representatives at our other missions overseas are fully committed to assisting U.S. citizens regarding employment opportunities within the UN system, and to holding UN agencies accountable for reaching established U.S. representation levels.

4. What steps has the Department taken, both with the Secretariat and other UN agencies, to address the under-representation of U.S. citizens?

The Department regularly consults with UN agencies (and other international organizations) to review their hiring of Americans. IO/S/EA assists these agencies by collecting and disseminating vacancy information. The office prepares a bi-weekly list of vacancies and distributes the list to hundreds of sources: Federal agencies, public and private organizations, academic institutions, associations, and individuals. The office assists interested Americans in working their way through the UN employment and application procedures and encourages qualified candidates to apply directly to the organizations for professional (P-level) positions. The office also is the focal point for information regarding the detail and transfer of Federal employees to international organizations.

IO/S/EA works closely with other Federal agencies and encourages them to draw on their own professional networks to recruit and submit qualified candidates to UN agencies. Working with other Federal officials, it is the Department's policy to submit a slate of three or more highly qualified candidates for each announced senior-level vacancy. In the past few years, the office has increased its efforts to identify and recruit women for these senior positions, with some success.

We continually advise the UN agencies that while the U.S. Government is prepared to offer assistance, it remains their responsibility to take whatever steps are necessary to hire and maintain adequate numbers of U.S. citizens on their professional and senior staffs.

I hope this information addresses the questions you asked. We certainly appreciate your continued interest in UN activities and

willingness to work with us to improve U.S. representation in the UN system.

Sincerely,

WENDY R. SHERMAN,  
*Assistant Secretary, Legislative Affairs.*

# REPUBLIC OF KOREA PRESIDENT KIM YOUNG SAM'S ACCOMPLISHMENTS IN OFFICE

**HON. GERALD B.H. SOLOMON**

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, July 25, 1995*

Mr. SOLOMON. Mr. Speaker, Republic of Korea President Kim Young Sam's state visit to the United States on July 25–28 is especially noteworthy because South Korea is one of America's most important and trusted allies in East Asia. Today, Korea shares many of the basic ideals and institutions that America cherishes. Most importantly, it shares America's commitment to democracy and a free market economy. However, many Americans are not fully aware of the great strides that South Korea has made regarding the institutionalization of democracy and the opening of its markets to foreign investment. The Republic of Korea's leader, President Kim Young Sam, who is the first civilian Chief Executive in 32 years, has played a crucial role in the country's democratic political development and economic liberalization.

During his first 2 years in office, Republic of Korea President Kim Young Sam has implemented a bold reform agenda that places a high priority on continuing Korea's democratization, establishing high ethical standards for political officials, renewing economic growth, and internationalizing all aspects of Korean society.

To successfully address the challenges of the post-cold-war era, President Kim has made *Segyehwa*—(globalization)—Korea's foremost national goal. The globalization initiative calls for significant reforms in six broad areas. These areas include: improving the efficiency of the government; implementing full-fledged local autonomy; sharpening Korea's competitive edge; improving the quality of life for the Korean people, especially the underprivileged; achieving progress toward reconciliation and cooperation with North Korea; and finally, globalizing Korea's diplomacy.

Early in his term, President Kim pledged to create a corruption-free political environment by instituting a strong moral code of conduct for the members of his administration and political party. Leading by example, just 2 days after his inauguration, President Kim disclosed all of his property and financial assets to the public and encouraged all his senior cabinet and ruling party figures to do the same. In order to institutionalize high moral standards for public officials, President Kim backed an ethics bill passed by Korea's national legislature in May 1993. The legislation requires thousands of senior civil servants to make regular and full financial disclosures to the public. Last year, the President also supported a sweeping election reform bill that limits campaign spending.

President Kim believes that the decentralization of political power through the promotion of local autonomy is critical to the institutionalization of democratic political reform. To that end, on June 27, local government of-

ficials, including provincial governors, metropolitan mayors, and councilmen, were chosen by popular vote for the first time in more than three decades.

Another important component of the President Kim's anticorruption campaign was the introduction last year of a real-name financial and real estate transactions system. Under this reform, every transaction with a financial institution must be made under an individual's real name, thereby eliminating tax evasion, real estate speculation, and government-business collusion.

The deregulation and liberalization of Korea's economy has also been a major priority of President Kim. To facilitate foreign access to the Korean market and help attract foreign technology, the President has introduced a number of measures that over the next few years will eliminate virtually all restrictions on foreign investment in Korea. For example, under President Kim's liberalization program, 91 percent of business lines are open to foreigners, and that figure will increase to 95 percent within 3 years. Moreover, the streamlining of the foreign investment approval process has reduced the time required for the final approval on projects from 50 to 5 days. To further demonstrate its commitment to free trade, the Kim administration supported legislation passed by the National Assembly last year that approved Korea's entry into the World Trade Organization.

As a result of these efforts, direct foreign investment in Korea last year totaled \$1.3 billion, up more than 25 percent from 1993. In addition, American firms have benefited from these liberalization initiatives as Korea has grown to be the United States' sixth largest export market, and fourth largest market for agricultural goods. Our countries' two-way trade now surpasses \$42 billion. Furthermore, Korea is one of only a handful of countries having a deficit with the United States. Last year alone, Korean imports of American products grew 22 percent. During the first 4 months of this year, America's trade surplus with Korea was \$2.4 billion. This contrasts with the substantial deficits the United States is running with several of our East Asian trading partners. It also illustrates Korea's strong commitment to trade liberalization and deregulation.

In addition to these domestic accomplishments, President Kim has also implemented a new foreign policy agenda that emphasizes the principles of democracy, liberty, human rights and free market economy. The Korean leader believes that the institutionalization of these core values is crucial to long-term political stability and economic prosperity in the Asian region and throughout the world.

President Kim has promoted these ideals through summit talks with the leaders of major world powers, including the United States, China, Japan, Russia, Germany, France, and Great Britain, as well as through discussions with the new leadership of many of the former socialist nations of Eastern Europe and the newly industrialized countries in Latin America and Asia. President Kim has also worked hard to transform the Korea-United States bilateral relationship into a broader political, economic, and security partnership.

While maintaining close ties with traditional friends, the Korean leader has also focused on expanding regional economic cooperation